

Message Text

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PAGE 01 ACCRA 08929 01 OF 02 291212Z
ACTION SS-25

INFO OCT-01 ISO-00 SSO-00 /026 W
-----129498 291216Z /11/44
R 281352Z NOV 77
FM AMEMBASSY ACCRA
TO SECSTATE WASHDC 1183

LIMITED OFFICIAL USE SECTION 1 OF 2 ACCRA 8929

STADIS////////////////////////////////////

EXDIS

C O R R E C T E D C O P Y (TEXT)

FOR DEPUTY UNDER SECRETARY READ FROM AMBASSADOR SMITH

EO 11652: NA
TAGS: AODE
SUBJ: MODE: EVALUATION OF PERSONNEL LEVELS BY CHIEF OF MISSION

REF: STATE 277164 ACCRA 5234

1. SUMMARY: I FULLY AGREE WITH THE PRESIDENT'S DESIRE TO
REDUCE OVERSEAS OFFICIAL PERSONNEL WHEREVER POSSIBLE AND TO
THIS END I CONTINUE TO MONITOR CLOSELY THE STAFFING OF ALL
OFFICIAL AGENCIES IN GHANA. SINCE SENDING ACCRA 5234 IN JULY
I HAVE TAKEN STEPS WHICH WILL LEAD TO THE REMOVAL FROM ACCRA
OF THE RCO UNIT, THEREBY REDUCING OFFICIAL AMERICAN PERSONNEL
HERE BY TEN. I HAVE FURTHER APPROVED -- ALBEIT RELUCTANTLY --
THE CLOSING OF THE USIS BRANCH POST IN KUMASI, WHICH WILL
CUT ONE MORE AMERICAN POSITION. THE GREATEST PROBLEM,
AND ONE TO WHICH I GIVE VERY CLOSE ATTENTION, IS POSED BY
USAID, WHOSE PERSONNEL NUMBERS -- PARTICULARLY CENTRALLY
FUNDED CONTRACT PERSONS -- CONTINUE TO GROW. I RECOMMEND
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PAGE 02 ACCRA 08929 01 OF 02 291212Z

THAT WASHINGTON GIVE URGENT ATTENTION TO THIS PROBLEM.
END SUMMARY.

2. FOLLOWING EVALUATIONS OF STAFFING LEVELS OF EACH AGENCY
REPRESENTED IN GHANA HAVE BEEN DISCUSSED WITH EACH AGENCY
HEAD, WHO CONCURS WITH THE SECTION PERTAINING TO HIS UNIT.

3. STATE SUBSTANTIVE STAFFING - ON THE SUBSTANTIVE SIDE WE HAVE A TOTAL OF TEN OFFICERS AND SIX STAFF. THIS INCLUDES ONE JOT CENTRAL COMPLEMENT POSITION WHICH HAS PROVEN TO BE EXTREMELY BENEFICIAL TO BOTH THE POST AND THE INCUMBENT; WE WANT VERY MUCH TO RETAIN THIS POSITION. THE EXECUTIVE, POLITICAL AND ECONOMIC SECTIONS ARE STAFFED AT THE MINIMUM LEVEL NEEDED TO CARRY OUT ESSENTIAL PROGRAMS AND OBJECTIVES. HOWEVER, THE CONSULAR SECTION, WITH ONE OFFICER, IS INADEQUATELY STAFFED TO COPE WITH AN EVER-INCREASING VISA WORKLOAD. WE HAVE BEEN INFORMALLY ADVISED THAT THE DEPARTMENT IS PLANNING TO GIVE THE POST A SECOND CONSULAR OFFICER POSITION IN FY 1979; I STRONGLY ENDORSE THIS PROPOSAL.

4. OUR STATE ADMINISTRATIVE STAFF APPEARS DISPROPORTIONATELY HIGH DUE TO THE PRESENCE OF A LARGE NUMBER OF REGIONAL PERSONNEL, ESPECIALLY RCO. EXCLUDING THE LATTER, THE ADMINISTRATIVE SECTION ITSELF, INCLUDING OUR OWN COMMUNICATIONS PERSONNEL, HAS NINE OFFICERS AND ONE STAFF, PLUS A REGIONAL PERSONNEL OFFICER AND A REGIONAL BUDGET AND FISCAL OFFICER. REDUCTIONS IN THIS STAFF WOULD BE EXTREMELY DIFFICULT TO REALIZE. THE FSL STAFF IS INEFFICIENT AND REQUIRES AN INORDINATE AMOUNT OF CLOSE AMERICAN SUPERVISION. AS BASIC SERVICES CONTINUE TO DETERIORATE IN THE GHANAIAN INFRASTRUCTURE THE REQUIREMENTS INCREASE FOR IN-HOUSE ADMINISTRATIVE SUPPORT OF MISSION PERSONNEL. THE POST WAS RECENTLY INFORMED BY THE DEPARTMENT THAT THE REGIONAL COMMUNICATIONS OFFICE, PRESENTLY BASED HERE, MUST LIMITED OFFICIAL USE

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PAGE 03 ACCRA 08929 01 OF 02 291212Z

BE INCREASED FROM TEN TO FIFTEEN AMERICAN POSITIONS IN FY 78 TO PROVIDE BETTER COMMUNICATIONS SUPPORT TO WEST AFRICAN POSTS. GIVEN THE SERIOUS PROBLEMS WE HAVE IN HOUSING, OFFICE SPACE AND AIR TRAVEL, I CONCLUDED THAT THE EMBASSY WAS NOT IN A POSITION TO PROVIDE THE SUPPORT SUCH AN ENLARGED STAFF WOULD ENTAIL. OC AND AF ARE CURRENTLY LOOKING AT OTHER POSTS IN THE AREA WITH THE VIEW TO RELOCATING THE ENTIRE RCO STAFF. ALTHOUGH THE TIMING OF THE SHIFT REMAINS UNCERTAIN, I BELIEVE SUCH A MOVE WILL IN THE LONG RUN PROVE TO BE IN EVERYONE'S BEST INTEREST. THIS MOVE WILL REDUCE OUR PRESENT ADMINISTRATIVE STAFF BY TEN.

5. DAO - THE DEFENSE ATTACHE OFFICE WITH THREE MEMBERS PLUS A PART-TIME CLERK IS AT THE MINIMUM ESTABLISHMENT FOR A DAO OFFICE. IN VIEW OF THE CONTINUING LEADING ROLE PLAYED BY THE MILITARY IN THE GHANA GOVERNMENT, I HAVE NO WISH TO REDUCE THIS SMALL OFFICE.

6. NATIONAL INSTITUTE OF HEALTH'S BURKITT'S TUMOR PROJECT (NIH/BTP) HAS ONLY ONE AMERICAN. PRESENT PROJECTIONS ARE THAT HIS RESEARCH WILL BE COMPLETED IN SUMMER OF 1979. THE FUTURE OF THE OVERALL PROJECT IS NOW UNDER DISCUSSION WITH

NIH AND THE INCUMBENT IS RECOMMENDING THAT THE PROJECT AT THAT TIME BECOME A CONTRACT OPERATION WITH THE UNIVERSITY OF GHANA MEDICAL SCHOOL WITH NO AMERICAN PERSONNEL STATIONED HERE. I CONCUR WITH THIS SUGGESTED COURSE OF ACTION.

7. PEACE CORPS - GHANA NOW HAS IN EXCESS OF 200 VOLUNTEERS ON BOARD, WHICH IS EXPECTED TO CONTINUE THROUGHOUT FY 78. THIS NUMBER DICTATES THE CONTINUATION OF THE PRESENT STAFF LEVEL OF FIVE AMERICANS. PEACE CORPS WASHINGTON HAS RECENTLY INDICATED A NEW EMPHASIS ON PROGRAMMING IN BASIC HUMAN NEEDS, WHICH, IF FULLY IMPLEMENTED, COULD POSSIBLY REQUIRE ONE MORE AMERICAN STAFF MEMBERS HAVING SPECIFIC EXPERTISE IN SUCH AREAS AS HEALTH AND NUTRITION.

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PAGE 01 ACCRA 08929 02 OF 02 281602Z
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-----122304 281632Z /44

R 281352Z NOV 77
FM AMEMBASSY ACCRA
TO SECSTATE WASHDC 1184

LIMITED OFFICIAL USE SECTION 2 OF 2 ACCRA 8929

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8. USIS -- USIS CURRENTLY HAS SEVEN AMERICAN EMPLOYEES, INCLUDING A BRANCH PAO IN KUMASI, A JOT AND A REGIONAL LIBRARIAN STATIONED AT ACCRA. FOLLOWING RECOMMENDATIONS BY A USIA INSPECTION TEAM WHICH VISITED GHANA IN MAY 1977, THAT AGENCY DECIDED TO CLOSE THE BRANCH POST IN KUMASI EARLY IN CY 78 AND REMOVE THE AMERICAN OFFICER TOGETHER WITH THE TWO LOCAL EMPLOYEES. ALTHOUGH RELUCTANT TO SEE KUMASI CLOSED, I HAVE CONCURRED WITH THIS DECISION. THIS WILL REDUCE OVERALL AMERICAN USIS POSITIONS IN GHANA TO SIX. AS IN THE CASE OF STATE'S ROTATIONAL OFFICER, THE JOT TRAINING POSITION IS VALUABLE TO USIA'S OVERALL TRAINING NEEDS AND IS EXTREMELY USEFUL IN BUTTRESSING USIS'S SMALL STAFF HERE; I RECOMMEND THAT IT BE CONTINUED. THE REGIONAL LIBRARIAN POSITION, COVERING EIGHT WEST AFRICAN POSTS, WAS ESTABLISHED IN 1976 AND, ALTHOUGH HIGHLY USEFUL, IS NOT ESSENTIAL TO THE LOCAL USIS PROGRAM. THE NATURE OF THE LIBRARIAN'S DUTIES MIGHT WELL PERMIT THIS OFFICER TO OPERATE OUT OF WASHINGTON, UNDERTAKING TEMPORARY DUTY ASSIGNMENTS TO AFRICAN POSTS AS REQUIRED. I RECOMMEND THAT USIA GIVE SERIOUS CONSIDERATION TO SUCH A MOVE, TO

BECOME EFFECTIVE UPON THE COMPLETION OF THE INCUMBENT'S TOUR
IN JANUARY 1979.

9. USAID - AS BY FAR THE LARGEST USG PROGRAM IN GHANA, AND
ONE WHICH OVERSHADOWS ALL OTHERS IN NUMBERS OF PERSONNEL,
USAID PRESENTS THE GREATEST PROBLEM IN TERMS OF EXPANDING
AMERICAN PRESENCE IN THIS SMALL COUNTRY. AS NOTED IN PREVIOUS
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PAGE 02 ACCRA 08929 02 OF 02 281602Z

MESSAGES, I WITHDREW MY MODE CLEARANCE EARLIER THIS YEAR FOR
THE AID REGIONAL AUDIT GROUP. THIS WILL RESULT IN A REDUCTION
OF EIGHT AMERICAN POSITIONS, THREE TCN'S AND TWO LOCALS;
THE LAST AMERICAN WILL LEAVE IN JUNE 1978. WITH THIS REDUCTION,
AID DIRECT HIRE WILL TOTAL 35 IN FY 78. HOWEVER, AS US INTEREST
GROWS AND AID PROGRAMS EXPAND IN GHANA -- AS ELSEWHERE IN AFRICA --
MORE TECHNICIANS AND OTHER PERSONNEL ARE INEVITABLY INVOLVED.
THUS IN FY 78 AID WILL HAVE, IN ADDITION TO THE 35 DIRECT
HIRE PERSONNEL, EIGHT PASA EMPLOYEES AND 15 MISSION-FUNDED
CONTRACT PERSONNEL, A TOTAL OF 58.

10. CONTRACT PERSONNEL - MOST WORRISOME OF ALL ARE CENTRALLY
OR REGIONALLY FUNDED CONTRACT PERSONNEL. THERE ARE NINE LONG-
TERM EMPLOYEES IN THIS CATEGORY AT PRESENT IN GHANA AND AN
ADDITIONAL 36 SHORT-TERM INTERMITTENT CONSULTANTS THROUGHOUT
THE YEAR. AN ADDITIONAL CATEGORY OF CONTRACTORS ARE THOSE
SEEKING A HOST COUNTRY FOR IMPLEMENTATION OF CENTRALLY FUNDED
RESEARCH AND DEVELOPMENT ACTIVITIES. OFTEN THIS CATEGORY
DESCENDS ON USAID WITHOUT ANY ADVANCE WARNING FROM AID
WASHINGTON OR CLEARANCE FROM USAID GHANA. ALTHOUGH MOST
CONTRACT PERSONNEL ARE NOT USG EMPLOYEES AND
ARE OUTSIDE MODE CEILINGS, THEY DO REQUIRE VARYING AMOUNTS
OF SUPPORT FROM USAID AND IN THE EYES OF GHANAIS INESCAPABLY
BECOME PART OF THE OVERALL OFFICIAL AMERICAN PRESENCE. THIS
IS A SERIOUS PROBLEM TO WHICH I PLAN TO DEVOTE PARTICULAR
ATTENTION, IN ADDITION TO MY CONTINUING DEEP CONCERN WITH
THE SIZE OF THE USAID MISSION ITSELF.

11. COMMENT: I STRONGLY URGE THE DEPARTMENT TO ZERO IN ON
WHAT I REGARD AS THE REAL VILLAIN IN THIS EXERCISE -- THE
INCREASING FLOOD OF UNINVITED AND UNWANTED TEMPORARY CONTRACT
PERSONNEL CENTRALLY FUNDED BY AID/W. SOME OF THEIR PROJECTS
STRIKE US AS MARGINAL AT BEST, AND THE CONSTANT FLOW OF SUCH
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PAGE 03 ACCRA 08929 02 OF 02 281602Z

VISITORS -- HOWEVER TEMPORARY -- CONSTITUTES FOR THE AID
MISSION AN INCREASING AND MOST UNWELCOME BURDEN. MOREOVER, TO

PUT IT BLUNTLY, WE FEEL THAT THEY ARE WEARING OUT THEIR
WELCOME FROM OUR OVERWORKED GHANAIAI FRIENDS. SOMETHING NEEDS
BADLY TO BE DONE, IN WASHINGTON, TO DIMINISH THIS STREAM
OF VISITORS. SMITH

NOTE BY OC/T: STADIS EXDIS CAPTIONS ADDED PER STANDING INSTRUCTIONS
SS-O.

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